### **DEPARTMENT OF PERSONNEL ADMINISTRATION**

LABOR RELATIONS DIVISION
1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95814-7243



On March 17, 2006, the Department of Personnel Administration submitted the following Addendum Agreement to the Legislative Analyst and the Members of the Legislature, along with a summary of its provisions.

To read a copy of that summary, click here.

Date: March 10, 2006 C4:58 Am

#### Agreement

This agreement represents the full and complete understanding reached by the parties at the conclusion of the Wage and Benefit Negotiations mandated by the Alameda Superior Court, in the Margaret Farrell versus Walter Allen III, Director California Youth Authority, No. RG03079344. This agreement is an addendum to the current MOU between the State of California and SEIU Local 1000, Bargaining Unit 3.

#### Ratification

This agreement will be effective as indicated when all of the following are met-

- the tentative agreement is approved by the Legislature;
- the expenditure of funds is approved by the Legislature;
- the agreement is ratified by SEIU represented DJJ/CEA Unit 3 eligible employees.
- This agreement, including all salaries, will be effective as of April 1, 2006.

### DJJ/CEA Unit 3 Eligible Employee Salary Schedule Re-openers

On November first of each year the State will review the salary schedules at the County Offices of Education in each county where a DJJ high school is located. The State will provide the Union with copies of proposed salary schedules for each county no later than January first. If the Union wishes to meet and confer relative to these salary schedules, it must request to do so no later than March first. If a request to meet and confer is made, the parties will commence negotiations of the proposed salary schedules pursuant to the Dills Act. These salary schedules shall be implemented no later than August first.

#### Academic Work Year

- A. For the implementation period of the PLO Educational Remedial Plan, beginning April 1, 2006 and through July 12, 2006, all full-time DJJ/CEA Unit 3 eligible employees shall be assigned to and work the 2005-2006 Academic Calendar schedule established by the California Education Authority (CEA).
- B. Effective July 13, 2006 and through August 6, 2006, a full-time DJJ/CEA Unit 3 eligible employee shall be:
  - permitted to work the 2005-2006 Academic Calendar schedule established by the California Education Authority (CEA); or,
  - permitted to choose to not work the 2005-2006 Academic Calendar schedule established by the California Education Authority (CEA), and instead be absent on approved dock; or,

 granted approval to use existing vacation, personal leave, approved educational leave or holiday credits, and be paid for the entire period.

Granted a combination of all the above.

## The State of California

March 10, 2006 4:58 am **SEIU Local 1000** C. Effective August 7, 2006, all full-time DJJ/CEA Unit 3 eligible employees shall work a

D. If the DJJ/CEA authorizes a Super Summer Program, DJJ/CEA Unit 3 SE employees, who meet the qualifications for the work needed, shall be offered this additional work assignment prior to seeking outside resources. If two or more individuals are interested in the same assignment, the employee with the most state seniority shall be given the assignment.

E. Employees shall be compensated for said work at their normal daily rate of pay.

F. All salary earned, as described above, shall be considered compensation for purpose of retirement contributions.

#### **Academic Calendar**

220 Academic Calendar year.

During the term of this Contract, the Superintendent of Education hereby agrees that he/she will provide the Union with copies of the proposed academic calendar(s) for the CDCR-DJJ for the following academic year by April 15. If the Union wishes to meet and confer relative to these calendars, it must request to do so. If a request to meet and confer is made and agreement on the calendar is not reached within 30 days from the date of notice to the Union, the Superintendent shall be free to implement the calendar(s) unilaterally. In the event of an emergency or of events beyond the control of the Superintendent of Education, CDCR-DJJ shall be free to make such change in any or all of the academic calendars for the CDCR-DJJ as are required by operational necessity.

#### **Summer Semester Leave**

- The Superintendent of Education may grant, upon request of a permanent full time DJJ/CEA Unit 3 eligible employee, a leave of absence for the summer semester up to 30 scheduled school days.
- DJJ/CEA Unit 3 eligible employees who have accrued Educational Leave will be permitted to use approved Educational Leave in accordance with Article 8.19 of the MOU to pay for all educational related activities completed during the Summer Semester.

#### **Educational Leave**

- For the implementation period of the CDCR, DJJ, Educational Remedial Plan, beginning April 1, 2006 and through July 31, 2006, DJJ/CEA Unit 3 eligible employees shall continue to accrue and utilize Educational Leave pursuant to the 2002-2003 MOU Article 8.19.
- Effective August 1, 2006, all full-time DJJ/CEA Unit 3 eligible employees shall stop Educational Leave accrual, pursuant to the MOU Article 8.19.
- All full-time DJJ/CEA Unit 3 eligible employees shall be permitted to retain the Educational Leave credits accrued prior to the termination described in paragraph B above.

Effective July 13, 2006, and only during each subsequent annual summer semester, any
eligible full-time DJJ Academic Teacher or Vocational Instructor, will be permitted to use
available approved Educational Leave credits, pursuant to the 2002-2003 MOU Article
8.19 provisions, to pay for all educational related activities completed during the summer
semester.

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Priority use of Educational Leave for Vocational Instructors: Any Vocational Instructor
who is unable to prove his/her credits or who is initially placed within the B or C Range
on the salary schedule will be given priority for Educational Leave for the Summer
Semester of 2006. In the event that the number of requests exceeds the School's
capacity to grant educational leave, seniority will be the determining factor.

#### **Holidays**

- Effective April 1, 2006, all full-time DJJ/CEA Unit 3 eligible employees shall not be entitled to official observed State holidays with pay. These days shall be observed as unassigned, non-work days.
- For all DJJ/CEA Unit 3 eligible employees: When an observed holiday falls on an employee's unassigned, non-work days, employees shall accrue up to eight (8) hours of holiday eredit per said holiday. If the employee is required to work on an observed holiday, the employee shall receive eight (8) hours of holiday credit and four (4) hours of informal time off.

#### **Vacation**

- For the implementation period of the CDCR, DJJ, Educational Remedial Plan, beginning April 1, 2006 and through July 31, 2006, all full-time DJJ/CEA Unit 3 eligible employees shall continue to accrue and utilize Vacation pursuant to the 2002-2003 MOU Article 8.1.
- Effective August 1, 2006, all full-time DJJ/CEA Unit 3 eligible employees shall stop Vacation Leave accrual, pursuant to the MOU Article 8.1.
- All full-time DJJ/CEA Unit 3 eligible employees shall be permitted to retain the Vacation Leave credits accrued prior to the termination described in paragraph B above.
- Effective August 1, 2006, all full-time DJJ/CEA Unit 3 eligible employees shall be precluded from using Vacation Leave credits, except pursuant to the 2002-2003 MOU, Article 8.16, FMLA provision, and exceptional situations not covered by Personal Necessity Leave, on a case-by-case basis and subject to supervisory approval.
- Any DJJ/CEA Unit 3 SE employee employed as of April 1, 2006 who has had vacation approved during the transition period of April 1, 2006 and July 12, 2006, shall have their vacation approval honored.

#### **Personal Necessity Leave**

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A new full-time DJJ/CEA Unit 3 eligible employee, upon successful completion of an initial academic calendar 90-day semester, shall be credited with three (3) personal necessity days on the first day of the following semester.

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All current full-time DJJ/CEA Unit 3 eligible employees shall be credited with three (3) personal necessity days on the first work day of each academic calendar year annually, so long as, the accrual does not result in a total balance in excess of six (6) personal necessity days.

 Personal Necessity Leave may be utilized by an employee who has sufficient leave for circumstances that are serious in nature, which cannot be expected to be disregarded, and which, necessitate immediate attention and cannot be dealt with during off-duty hours.

- The immediate supervisor, department head, or designee may require an employee to provide five (5) working days advance notice before taking his or her personal necessity day. A personal necessity day may be granted with less than five (5) working days notice.
- Upon termination from State employment, the employee shall be paid for all accrued personal necessity days.

## DJJ Academic Teacher/Vocational Instructor Salary Schedule

- A current DJJ/CEA Unit 3 eligible employee, effective with the April 1, 2006 implementation, shall be compensated in accordance with the DJJ/CEA Unit 3 2005-2006 Salary Schedule for their respective high school.
- A current DJJ/CEA Unit 3 eligible employee shall be placed on the salary schedule first
  by education above the Bachelors Degree or for career-technical teachers the equivalent
  of a Bachelors Degree (High School Diploma plus seven (7) years of college work and in
  trade work experience) and second by years of full time credentialed teaching
  experience.
- No teacher will be paid below his/her current daily rate salary. A current daily rate is calculated as: The employee's current monthly salary rate on March 31, 2006 multiplied by 12 months = annual salary rate, divided by 220 work days 5.4%.
- For new employees, outside qualifying experience in a full time credentialed teaching position can be used to place the employee into the salary schedule up to a maximum of Step 10.
- Additional daily rate incentives may be paid for hard to fill classifications.
- Eligible employees shall be permitted to submit official documents by December 31, 2006, to support advancement on the salary schedule. No documents shall be accepted after December 31, 2006. Credited time will result in retroactive payments to April 1, 2006.
- Each step/range moving either down/across is a 3.5% increase. Steps are years of service. Range increases are attained by completing additional credits as described on the salary schedule.

 All employees hired prior to April 1, 2006 who are initially placed into the salary schedule based upon salary will move in range upon completion of 12 credits. The current CEA Unit 3 employees who were initially placed on the salary schedule based upon salary establishes the individuals qualifications for that range. Future advancement through the

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ranges shall be based upon earning 12 units for each future range advancement, through Range E,.

#### **Additional Instructional Assignments**

- Effective August 1, 2006, a full-time DJJ/CEA Unit 3 eligible employee, who is authorized or directed (no employee will be directed prior to the solicitation of volunteers) to provide additional instructional assignments outside of the regular work schedule, shall be compensated in the following manner:
  - Additional instructional service shall be compensated in 15 minute increments.
  - Each hour of additional instructional service shall be compensated equivalent to one-eighth (1/8) of the employees daily rate of pay.
  - Additional instructional service shall be compensated on a cash basis.

#### Savings Clause

Should any provision(s) of this Contract be found unlawful by a court of competent jurisdiction or invalidated by subsequently enacted legislation, the remainder of the Contract shall continue inforce. Upon occurrence of such an event, the parties shall meet and confer as soon as practical to renegotiate the invalidated provision(s).

#### **Bargaining Unit 3 Teacher Service Credit**

Bargaining Unit 3 employees who work in the Department of Mental Health, Department of Developmental Services, Department of Education, or Department of Rehabilitation who transfer to DJJ will be granted full state service credit and be placed accordingly on the DJJ salary schedule.

#### **Credits for Salary Advancement**

Acceptable credits will be limited to new semester (or equivalent quarter) credits earned in an accredited college or university, including credits for continuing education courses if taken from an accredited college or university. In addition, vocational education teachers shall receive one (1) unit of semester credit for each forty-five (45) hours worked in industry in a position directly related to the teacher's vocational education instructional area. College credits, continuing education credits and any work credits from industry for vocational education teachers will be pertinent to the employee's position and not be a repetition of previously acquired credits or work experience.

Continuing education units required for current professional license/certification and/or continuing education units or work experience directly related to course curriculum and/or professional development, that are offered by approved providers may be accepted for salary advancement with prior approval from an immediate supervisor

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program director as For the purposes of salary advancement DJJ/CEA Unit 3 SE employees may also receive both professional growth and salary advancement as long as there has been prior approval for such an action from an immediate supervisor or program director as follows:

- o Credits used for salary advancement shall have some relevance to the field of instruction of the teacher or specialist seeking credit.
- In lieu credit may be granted for engaging in projects and/or CEA approved workshops regarding the improvement of instruction and curriculum within the teacher's school or community at the rate of fifteen hours equal one credit.
  - No more than three (3) credits will be granted in one year.

#### **Joint Labor Management Committee**

The CDCR, DPA, and SEIU Local 1000 agree to meet in October 2006 to review issues that may arise as a consequence of implementing the Remedial Plan.

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## The State of California SEIU Local 1000 **ATTACHMENT A**

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### **Academic Teachers**

Class Code	Class Title
2727	LNG SP & HRG SP
2734	RES SP/SP ED
9854	SCHOOL PSYCHOLOGST
2288	TEACHR HS-EM/LN HD CF
3077	TEACHR HS-MATH CF
3074	TEACHR HS-ELA CF
2295	TEACHR HS-PE CF
3079	TEACHR HS-S SCI CF
3078	TEACHR HS SCI CF
2290	TEACHR HS-G ED CF
2298	TEACHR LIBR CORR F
2294	TEACHR HS-MUSIC CF
2284	TEACHR HS-ARTS & CRFT CF
3075	TEACHR HS ENG L D CF

## ATTACHMENT B

### **Career-Technical Instructors**

	Class Code	<u>Class Title</u>
	2442	VOC INS BARB PR CF
	2398	VOC INST AUTO M CF
	2854	VOC INST BLD MN CF
	2422	VOC INST CUL AR CF
	2849	VOC INST O S&RT CF
	2852	VOC INST P G A CF
	2673	VOC INST STK&SH CF
	2855	VOC INST COMP&RELATED TECH CF
	2428	VOC INST ELECTRONICS CF
		VOC INST HEAT & AIR COND CF
	2600	VOC INST JNT SV CF
	2630	VOC INST M&C WK CF
	2677	VOC INST WLDING CF
	2417	VOC INST CARPTY CF
	2601	VOC INST LNDS G CF
j.	2615	VOC INST MSNRY CF
	2675	VOC INST UPHLST CF
	2644	VOC INST PNTG CF
	2423	VOC INST DF F&H CF
T,	2614	VOC INST MC SP CF
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## DJJ/CEA Unit 3 Salary Schedule 2005-06 220 Day Academic Calendar Year James A. Wieden High School

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Academic	BA &	BA+12 &	BA+24 &	BA+36 or MA &	BA+48 or MA+12 &	BA+60 or MA+24 &	BA+72 & MA or
	Credential	Preliminary	Professional	Professional	Professional	Professional	MA+36 &
		Credential	Credential	Credential	Credential	Credential	Professional
							Credential
Steps	Range A	Range B	Range C	Range D	Range E	Range F	Range G
1	\$239.55	\$247.93	\$256.61	\$265.59	\$274.89	\$284.51	\$294.47
2	\$247.93	\$256.61	\$265.59	\$274.89	\$284.51	\$294.47	\$304.77
3	\$256.61	\$265.59	\$274.89	\$284.51	\$294.47	\$304.77	\$315.44
4	\$265.59	\$274.89	\$284.51	\$294.47	\$304.77	\$315.44	\$326.48
5	\$274.89	\$284.51	\$294.47	\$304.77	\$315.44	\$326.48	\$337.91
6	\$284.51	\$294.47	\$304.77	\$315.44	\$326.48	\$337.91	\$349.74
7		\$304.77	\$315.44	\$326.48	\$337.91	\$349.74	\$361.98
8		\$315.44	\$326.48	\$337.91	\$349.74	\$361.98	\$374.65
9			\$337.91	\$349.74	\$361.98	\$374.65	\$387.76
10			*	\$361.98	\$374.65	\$387.76	\$401.33
15					\$387.76	\$401.33	\$415.38
20					\$401.33	\$415.38	\$429.91
25					\$415.38	\$429.91	\$444.96
Vocational		BA1 +12 &	BA1 +24 &	BA1 +36 &	BA1 + 48 &	BA+60 &	BA+72 and MA &
	BA1 & Preliminary	Professional	Professional	professional	Professional	Professional	Professional
	Credential	Credential	Credential	Credential	Credential	Credential	Credential

<sup>1.</sup> For DJJ/CEA employees in vocational instructor classifications the combination of college work and in-trade work experience totaling seven years will be accepted as equivalent to the Bachelor's Degree in Range A through E.

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#### DJJ/CEA Unit 3 Salary Schedule 2005-06 220 Day Academic Calendar Year Lyle Egan High School

Academic	BA &	BA+12 &	BA+24 &	BA+36 or MA &	BA+48 or MA+12 &	BA+60 or MA+24 &	BA+72 & MA or
ĺ	Credential	Preliminary	Professional	Professional	Professional	Professional	MA+36 &
		Credential	Credential	Credential	Credential	Credential	Professional
					·		Credential
Steps	Range A	Range B	Range C	Range D	Range E	Range F	Range G
1	\$251.90	\$260.72	\$269.84	\$279.29	\$289.06	\$299.18	\$309.65
22	\$260.72	\$269.84	\$279.29	\$289.06	\$299.18	\$309.65	\$320.49
3	\$269.84	\$279.29	\$289.06	\$299.18	\$309.65	\$320.49	\$331.70
4	\$279.29	\$289.06	\$299.18	\$309.65	\$320.49	\$331.70	\$343.31
5	\$289.06	\$299.18	\$309.65	\$320.49	\$331.70	\$343.31	\$355.33
6	\$299.18	\$309.65	\$320.49	\$331.70	\$343.31	\$355.33	\$367.77
7		\$320.49	\$331.70	\$343.31	\$355.33	\$367.77	\$380.64
8		\$331.70	\$343.31	\$355.33	\$367.77	\$380.64	\$393.96
9			\$355.33	\$367.77	\$380.64	\$393.96	\$407.75
10				\$380.64	\$393.96	\$407.75	\$422.02
15					\$407.75	\$422.02	\$436.79
20					\$422.02	\$436.79	\$452.08
25					\$436.79	\$452.08	\$467.90
Vocational		BA1 +12 &	BA1 +24 &	BA1 +36 &	BA1 + 48 &	BA+60 &	BA+72 and MA &
	BA¹ & Preliminary	Professional	Professional	professional	Professional	Professional	Professional
	Credential	Credential	Credential	Credential	Credential	Credential	Credential

<sup>1.</sup> For DJJ/CEA employees in vocational instructor classifications the combination of college work and in-trade work experience totaling seven years will be accepted as equivalent to the Bachelor's Degree in Range A through E.

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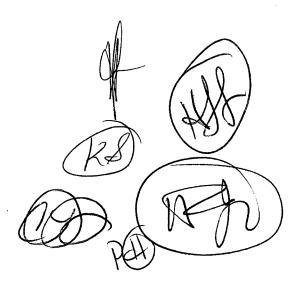
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## DJJ/CEA Unit 3 Salary Schedule 2005-06 220 Day Academic Calendar Year DeWitt Nelson, Johanna Boss and N.A. Chaderjian High Schools

Academic	BA & Credential	BA+12 & Preliminary	BA+24 & Professional	BA+36 or MA &	BA+48 or MA+12 &	BA+60 or MA+24 &	BA+72 & MA or
	Ciedential			Professional	Professional	Professional	MA+36 &
		Credential	Credential	Credential	Credential	Credential	Professional
_		•					Credential
Steps	Range A	Range B	Range C	Range D	Range E	Range F	Range G
11	\$244.85	\$253.42	\$262.29	\$271.47	\$280.97	\$290.80	\$300.98
2	\$253.42	\$262.29	\$271.47	\$280.97	\$290.80	\$300.98	\$311.52
3	\$262.29	\$271.47	\$280.97	\$290.80	\$300.98	\$311.52	\$322.42
4	\$271.47	\$280.97	\$290.80	\$300.98	\$311.52	\$322.42	\$333.71
5	\$280.97	\$290.80	\$300.98	\$311.52	\$322.42	\$333.71	\$345.39
6	\$290.80	\$300.98	\$311.52	\$322.42	\$333.71	\$345.39	\$357.47
7	Strange of the second	\$311.52	\$322.42	\$333.71	\$345.39	\$357.47	\$369.99
8		\$322.42	\$333.71	\$345.39	\$357.47	\$369.99	\$382.93
9			\$345.39	\$357.47	\$369.99	\$382.93	\$396.34
10				\$369.99	\$382.93	\$396.34	\$410.21
15					\$396.34	\$410.21	\$424.57
20					\$410.21	\$424.57	\$439.43
25					\$424.57	\$439.43	\$454.81
Vocational		BA1 +12 &	BA1 +24 &	BA1 +36 &	BA1 + 48 &	BA+60 &	BA+72 and MA &
	BA1 & Preliminary	Professional	Professional	professional	Professional	Professional	Professional
	Credential	Credential	Credential	Credential	Credential	Credential	Credential

<sup>1.</sup> For DJJ/CEA employees in vocational instructor classifications the combination of college work and in-trade work experience totaling seven years will be accepted as equivalent to the Bachelor's Degree in Range A through E.

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## DJJ/CEA Unit 3 Salary Schedule 2005-06 220 Day Academic Calendar Year Mary B. Perry High School

Academic	BA & Credential	BA+12 & Preliminary	BA+24 & Professional	BA+36 or MA & Professional	BA+48 or MA+12 & Professional	BA+60 or MA+24 & Professional	BA+72 & MA or MA+36 &
		Credential	Credential	Credential	Credential	Credential	Professional
				•			Credential
Steps	Range A	Range B	Range C	Range D	Range E	Range F	Range G
1	\$228.99	\$237.00	\$245.30	\$253.89	\$262.77	\$271.97	\$281.49
2	\$237.00	\$245.30	\$253.89	\$262.77	\$271.97	\$281.49	\$291.34
3	\$245.30	\$253.89	\$262.77	\$271.97	\$281.49	\$291.34	\$301.54
4	\$253.89	\$262.77	\$271.97	\$281.49	\$291.34	\$301.54	\$312.09
5	\$262.77	\$271.97	\$281.49	\$291.34	\$301.54	\$312.09	\$323.01
6	\$271.97	\$281.49	\$291.34	\$301.54	\$312.09	\$323.01	\$334.32
7		\$291.34	\$301.54	\$312.09	\$323.01	\$334.32	\$346.02
8		\$301.54	\$312.09	\$323.01	\$334.32	\$346.02	\$358.13
9			\$323.01	\$334.32	\$346.02	\$358.13	\$370.66
10				\$346.02	\$358.13	\$370.66	\$383.64
15					\$370.66	\$383.64	\$397.07
20					\$383.64	\$397.07	\$410.96
25					\$397.07	\$410.96	\$425.35
Vocational		BA1 +12 &	BA1 +24 &	BA1 +36 &	BA1 + 48 &	BA+60 &	BA+72 and MA &
	BA1 & Preliminary	Professional	Professional	professional	Professional	Professional	Professional
	Credential	Credential	Credential	Credential	Credential	Credential	Credential

<sup>1.</sup> For DJJ/CEA employees in vocational instructor classifications the combination of college work and in-trade work experience totaling seven years will be accepted as equivalent to the Bachelor's Degree in Range A through E.

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DJJ/CEA Unit 3 Salary Schedule 2005-06 220 Day Academic Calendar Year Jack B. Clarke High School

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Academic	BA &	BA+12 &	BA+24 &	BA+36 or MA &	BA+48 or MA+12 &	BA+60 or MA+24 &	BA+72 & MA or
	Credential	Preliminary	Professional	Professional	Professional	Professional	MA+36 &
		Credential	Credential	Credential	Credential	Credential	Professional
							Credential
Steps	Range A	Range B	Range C	Range D	Range E	Range F	Range G
1	\$242.09	\$250.56	\$259.33	\$268.41	\$277.80	\$287.53	\$297.59
2	\$250.56	\$259.33	\$268.41	\$277.80	\$287.53	\$297.59	\$308.01
3	\$259.33	\$268.41	\$277.80	\$287.53	\$297.59	\$308.01	\$318.79
4	\$268.41	\$277.80	\$287.53	\$297.59	\$308.01	\$318.79	\$329.94
5	\$277.80	\$287.53	\$297.59	\$308.01	\$318.79	\$329.94	\$341.49
6	\$287.53	\$297.59	\$308.01	\$318.79	\$329.94	\$341.49	\$353.44
7		\$308.01	\$318.79	\$329.94	\$341.49	\$353.44	\$365.81
8		\$318.79	\$329.94	\$341.49	\$353.44	\$365.81	\$378.62
9			\$341.49	\$353.44	\$365.81	\$378.62	\$391.87
10				\$365.81	\$378.62	\$391.87	\$405.59
15					\$391.87	\$405.59	\$419.78
20					\$405.59	\$419.78	\$434.47
25					\$419.78	\$434.47	\$449.68
Vocational	·	BA1 +12 &	BA1 +24 &	BA1 +36 &	BA1 + 48 &	BA+60 &	BA+72 and MA &
	BA1 & Preliminary	Professional	Professional	professional	Professional	Professional	Professional
	Credential	Credential	Credential	Credential	Credential	Credential	Credential

<sup>1.</sup> For DJJ/CEA employees in vocational instructor classifications the combination of college work and in-trade work experience totaling seven years will be accepted as equivalent to the Bachelor's Degree in Range A through E.

DJJ/CEA Unit 3 Salary Schedule 2005-06 220 Day Academic Calendar Year Sacramento Parole School and CEA Office

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Academic	BA &	BA+12 &	BA+24 &	BA+36 or MA &	BA+48 or MA+12 &	BA+60 or MA+24 &	BA+72 & MA or
	Credential	Preliminary	Professional	Professional	Professional	Professional	MA+36 &
		Credential	Credential	Credential	Credential	Credential	Professional
		,					Credential
Steps	Range A	Range B	Range C	Range D	Range E	Range F	Range G
1	\$241.05	\$249.49	\$258.22	\$267.26	\$276.61	\$286.29	\$296.31
2	\$249.49	\$258.22	\$267.26	\$276.61	\$286.29	\$296.31	\$306.68
3	\$258.22	\$267.26	\$276.61	\$286.29	\$296.31	\$306.68	\$317.42
4	\$267.26	\$276.61	\$286.29	\$296.31	\$306.68	\$317.42	\$328.53
5	\$276.61	\$286.29	\$296.31	\$306.68	\$317.42	\$328.53	\$340.02
6	\$286.29	\$296.31	\$306.68	\$317.42	\$328.53	\$340.02	\$351.93
7		\$306.68	\$317.42	\$328.53	\$340.02	\$351.93	\$364.24
8		\$317.42	\$328.53	\$340.02	\$351.93	\$364.24	\$376.99
9			\$340.02	\$351.93	\$364.24	\$376.99	\$390.19
10				\$364.24	\$376.99	\$390.19	\$403.84
15					\$390.19	\$403.84	\$417.98
20					\$403.84	\$417.98	\$432.61
25					\$417.98	\$432.61	\$447.75
Vocational		BA1 +12 &	BA1 +24 &	BA1 +36 &	BA1 + 48 &	BA+60 &	BA+72 and MA &
	BA1 & Preliminary	Professional	Professional	professional	Professional	Professional	Professional
	Credential	Credential	Credential	Credential	Credential	Credential <sup>*</sup>	Credential

1. For DJJ/CEA employees in vocational instructor classifications the combination of college work and in-trade work experience totaling seven years will be accepted as equivalent to the Bachelor's Degree in Range A through E.

#### DJJ/CEA Unit 3 Salary Schedule 2005-06 220 Day Academic Calendar Year Marie C. Romero High School

$\{Y\}$	900c/01/0ne
	4:58 Am

Academic	BA &	BA+12 &	BA+24 &	DA LOC OF MAR 9	DA - 40 - 40 0	DA 00 MA 040	D4 70 0 144
Academic	Credential		1	BA+36 or MA &	BA+48 or MA+12 &	BA+60 or MA+24 &	BA+72 & MA or
	Credential	Preliminary	Professional	Professional	Professional	Professional	MA+36 &
		Credential	Credential	Credential	Credential	Credential	Professional
			•	,			Credential
Steps	Range A	Range B	Range C	Range D	Range E	Range F	Range G
1	\$233.50	\$241.67	\$250.13	\$258.89	\$267.95	\$277.32	\$287.03
2	\$241.67	\$250.13	\$258.89	\$267.95	\$277.32	\$287.03	\$297.08
3	. \$250.13	\$258.89	\$267.95	\$277.32	\$287.03	\$297.08	\$307.47
4	\$258.89	\$267.95	\$277.32	\$287.03	\$297.08	\$307.47	\$318.24
5	\$267.95	\$277.32	\$287.03	\$297.08	\$307.47	\$318.24	\$329.37
6	\$277.32	\$287.03	\$297.08	\$307.47	\$318.24	\$329.37	\$340.90
7		\$297.08	\$307.47	\$318.24	\$329.37	\$340.90	\$352.83
8		\$307.47	\$318.24	\$329.37	\$340.90	\$352.83	\$365.18
9			\$329.37	\$340.90	\$352.83	\$365.18	\$377.97
10				\$352.83	\$365.18	\$377.97	\$391.19
15				e is an account of	\$377.97	\$391.19	\$404.89
20					\$391.19	\$404.89	\$419.06
25					\$404.89	\$419.06	\$433.72
Vocational		BA1 +12 &	BA1 +24 &	BA1 +36 &	BA1 + 48 &	BA+60 &	BA+72 and MA &
	BA <sup>1</sup> & Preliminary	Professional	Professional	professional	Professional	Professional	Professional
	Credential	Credential	Credential	Credential	Credential	Credential	Credential

1. For DJJ/CEA employees in vocational instructor classifications the combination of college work and in-trade work experience totaling seven years will be accepted as equivalent to the Bachelor's Degree in Range A through E.

Jametle Williams Gypson

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